re filmé fut reproduit grâce à la
de:

lative Library of Manitoba
peg

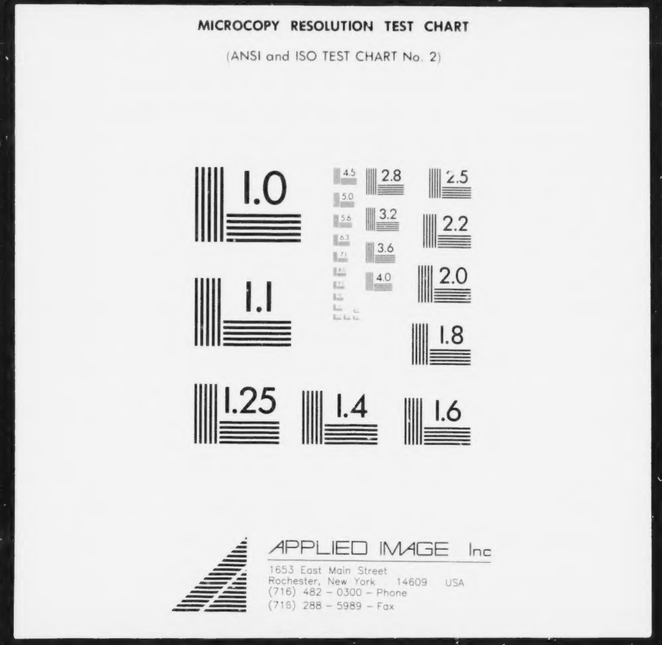
suivantes ont été reproduites avec le
soin, compte tenu de la condition et
é de l'exemplaire filmé, et en
avec les conditions du contrat de

aires originaux dont la couverture en
mprimée sont filmés en commençant
ier plat et en terminant soit par la
ge qui comporte une empreinte
n ou d'illustration, soit par le second
e cas. Tous les autres exemplaires
ont filmés en commençant par la
ge qui comporte une empreinte
n ou d'illustration et en terminant par
page qui comporte une telle

boles suivants apparaîtra sur la
ge de chaque microfiche, selon le
ole → signifie "A SUIVRE", le
signifie "FIN".

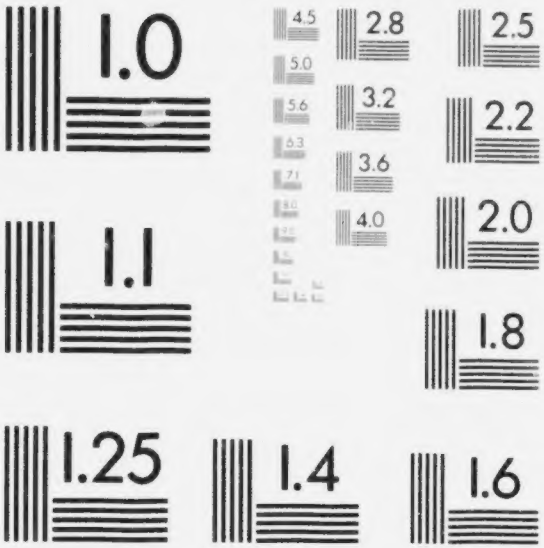
lanches, tableaux, etc., peuvent être
taux de réduction différents.
ocument est trop grand pour être
un seul cliché, il est filmé à partir
périeur gauche, de gauche à droite,
n bas, en prenant le nombre
cessaire. Les diagrammes suivants
néthode.

1
2
3



MICROCOPY RESOLUTION TEST CHART

(ANSI and ISO TEST CHART No. 2)



APPLIED IMAGE Inc
1653 East Main Street
Rochester, New York 14609 USA
(716) 482 - 0300 - Phone
(716) 288 - 5989 - Fax

"UNITY IS STRENGTH."

Box 3
817-2-4

CONSTITUTION
AND BY-LAWS

OF THE

Winnipeg City Policemen's Federal Union

Local No. 40

Roc
F
5606.5
.W42
Win

WINNIPEG, MANITOBA

JULY, 1918

lingford Press Limited, Printers, 283 Kennedy St.

PROVINCE OF MANITOBA

MANITOBA

Provincial Library

CLASSIFICATION

Rbc
F
5606.5
.W42
Win

TR-c-7

2

"UNITY IS STRENGTH."

CONSTITUTION
AND BY-LAWS

OF THE

Winnipeg City Policemen's Federal Union

Local No. 40

WINNIPEG, MANITOBA

JULY, 1918

Wallingford Press Limited, Printers, 283 Kennedy St.

Preamble

The Winnipeg City Policemen's Federal Union, together with its Constitution and By-Laws, was established in order to defend our rights, advance our interests as workers, create an authority whose seal shall constitute a certificate of character, intelligence and skill, build up an organization where all members of our craft can participate in the discussion of practical problems, upon the solution of which depends our welfare and prosperity; to encourage the principles and practice of conciliation and arbitration in the settlement of all differences between labor and capital, establish order, insure harmony, promote the general cause of humanity and brotherly love, and secure the blessings of Friendship, Equality and Truth.

Principles

First, we hold it as a sacred principle that trades union men, above all others, should set an example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

Constitution and By-Laws

OF THE

WINNIPEG CITY POLICEMEN'S FEDERAL UNION

Article 1.

The name of the organization shall be known as The Winnipeg City Policemen's Federal Union, Local 40.

Article 2.

The meetings of this Local No. 40 of the Winnipeg City Policemen's Federal Union shall be held every Sunday, in the Labor Temple, at the hours of 3-15 p.m. and 8-15 p.m. alternately, or such other times and places as shall be decided by the Local.

Article 3.

All sections of the Constitution and By-Laws of the W. C. P. F. U. governing the qualifications and admission of members, their rights and duties individually and collectively, also the election, qualifications and duties of officers, are by this Article embodied as a fundamental part of this Constitution and By-Laws.

Article 4.

The objects of this organization shall be to obtain for ourselves the fulfilment of all the declarations set forth in the Preamble to this Constitution and By-Laws.

Article 5.

Sec. 1.—The permanent officers of this Local shall be a President, first and second Vice-Presidents, Treasurer, Financial Secretary, Recording Secretary, Warden, Conductor, and 5 (five) members for the Executive Board.

Sec. 2.—The election of permanent officers of this Local shall take place annually as follows: Nominations shall take place in November; the elections to take place in December, and the officers to be installed at the first meeting in January.

Sec. 3.—The members of the Executive Board shall be selected by ballot and take office at the first meeting of the new term of the Local.

Article 6.

The nominations of delegates to the Trades and Labor Council shall take place at the first meeting in January. The election shall be held within five (5) days. No member shall be eligible as a delegate who has not been a member of this Local in good standing for six months previous to such election.

Article 7.

PRESIDENT'S DUTIES

Sec. 1.—It shall be the duty of the President to preside at all meetings of the Local, to preserve order, and enforce the Constitution and By-Laws; to see that all officers perform their respective duties, and appoint all committees not otherwise provided for. He shall decide all questions of order, subject to an appeal by the Local. He shall have the right to vote, and when a tie on any question may occur, he shall give the deciding vote. He shall announce the result of all votes; he shall enforce all fines and penalties; he shall have power to call special meetings when requested by one-third or more members of the Local in writing; he shall sign all orders on the treasury for such money as shall by the Constitution and By-Laws, or by vote of the Local, be ordered paid; sign all cheques and drafts on bank, and perform such other duties as the Constitution and By-Laws of the Local may require.

FIRST AND SECOND VICE-PRESIDENTS' DUTIES

Sec. 2.—It shall be the duty of the first Vice-President, in the absence of the President, to preside and to perform all duties pertaining to the office of President, and to render such assistance as may be required of him. In case of a vacancy in the President's office, he shall preside until the Local selects a President to fill the vacancy. The duties of second Vice-President will be in accordance with those of first Vice-President.

FINANCIAL SECRETARY'S DUTIES

Sec. 3.—The Financial Secretary shall keep a true and proper account between the Local and its members, collect all moneys due the Local, pay all bills and assessments ordered by the Local, getting proper receipts for same, report to the Local at each meeting the amount collected and expended, and turn over balance to the Treasurer, taking his receipt for same. He shall make a quarterly statement of receipts, expenditure and balance, and deliver his books to the auditing committee when so desired. He shall see that the Local is kept in good standing with the Trades and Labor Congress of Canada and the Trades and Labor Council of Winnipeg, forwarding all reports to the respective secretaries and receiving receipts for same ; and for the faithful performance of his duties he shall receive a salary of $48.00 (forty-eight dollars) per year, payable monthly.

RECORDING SECRETARY'S DUTIES

Sec. 4.—It shall be the duty of the Recording Secretary to keep a correct account of the proceedings of the Local, to call the roll of officers, to take charge and conduct all correspondence, to supply to the Western Labor News all items of interest affecting the Local, subject to the approval of the Executive Board. He shall keep in his possession what shall be known as the Scrap Book, which will contain all newspaper cuttings taken from the Press, and which have reference to this Local, the Winnipeg Police Department, or any other Police Department, all such cuttings to be dated and the newspaper from

which they are taken noted on Scrap Book. He shall deliver to the Local at the expiration of his term all property entrusted to his care.

TREASURER'S DUTIES

Sec. 5.—It shall be the duty of the Treasurer to receive from the Financial Secretary all balances of monies collected by him ; he shall report quarterly all monies received by him, and submit his books to the Auditing Committee when so desired. He shall deposit all money in the bank that the Local may select in the name of the Union, only to be drawn upon drafts signed jointly by himself and the President ; he shall give such bond as the Local may request.

Sec. 6.—The offices of Warden and Conductor will be so conducted as to conform with the ritual of the Union.

DUTIES OF EXECUTIVE BOARD

Sec. 7.—It shall be the duty of the Executive Board to supervise and direct the management of the Local. It shall constitute the Grievance Committee and shall investigate all disputes and questions between members of the Local and the Police Department, and report their findings to the regular meetings of the Local in writing. They shall appoint their own time for meeting, which shall be at least once a month. Special meetings may be called by the President when it is deemed necessary. A majority of the Board shall constitute a quorum to transact business.

Article 8.

Sec. 1.—All Standing Committees shall be appointed by the President, unless otherwise ordered by the Local. The Chairman of each committee shall submit a report in writing of same. Auditing and sick committees shall be appointed for one year at the first meeting in the new term.

Sec. 2.—It shall be the duty of the Sick Committee to visit all sick members periodically during illness. The Chairman of Sick Committee shall be held responsible for the welfare of all members reported sick.

Sec. 3.—It shall be the duty of the three auditors to examine all the books of the Local every three months, viz.: beginning of January, April, July and October, or at any time the Local may appoint. Each auditor will receive the sum of one dollar per audit for rendering faithful service.

Article 9.

GENERAL DISCIPLINE

Sec. 1.—It shall be the duty of each and every member to sustain the officers of the Local in the proper discharge of their duties.

Sec. 2.—No member shall leave the meeting before adjournment unless excused by the Vice-President.

Sec. 3.—Any officer wishing to resign must present his resignation (in writing) one meet-

ing previous to its being acted upon, when, if the Executive Board reports his accounts correct, his resignation may be accepted, provided no charges whatever exist against him.

Sec. 4.—Any elective officer may be impeached of an infringement of the provisions of the Constitution and By-laws, and all charges against him shall be in writing and shall be referred to a Trial Board of the Local for trial. It shall require a majority vote of the members present to order the trial of an officer on charges preferred.

Sec. 5.—During the impeachment and trial of an officer he cannot hold office or take the chair, or assume the duties of any office. A temporary appointment must therefore be made by the Local to continue in force until the case is disposed of.

Sec. 6.—Appointive officers or members of committees may be removed at the direction of the Executive Board.

Sec. 7.—No member or members shall solicit or ask for assistance or contributions of any kind or shall hold balls, picnics, or amusements of any kind, in the name of the Local without its consent, or shall induce the public to believe by any kind of misrepresentation that they represent Local 40 in fact or word.

Sec. 8.—All members shall wear the official button of the Local in a conspicuous position at all times when on duty. This, however, does not apply to detectives or uniform con-

stables detailed for plain clothes duty when the wearing of the official button would be liable to interfere with the execution of such duty.

Sec. 9.—Any member of this Local not wearing a button as prescribed in Section 8, may be tried, and if found guilty, shall be penalised according to the discretion of the Executive Board. A fine not exceeding 50c may be imposed.

Sec. 10.—Any member of this Local who shall be convicted before the Executive Board of knowingly defrauding, or attempting to defraud, or becoming an accomplice in defrauding, or be convicted of any dishonesty, shall be expelled, according as a two-thirds vote of the members at a regular meeting shall decide, and notice of such action will be forwarded to the Police Commission.

Sec. 11.—Any member of the Executive Board absenting himself from two consecutive meetings of the Board without giving satisfactory reasons for same shall cease to be a member of the Board and the Secretary shall notify him to this effect.

Sec. 12.—Any officer failing to report at roll call for three consecutive meetings unless he can give a reasonable excuse for same shall have his office declared vacant and a new officer elected at a regular meeting of the Local.

Sec. 13.—Any member who fails to attend at two out of four consecutive meetings shall

be fined 50c unless a satisfactory explanation be tendered to the Executive Board.

Sec. 14.—Any member, to avail himself of the benefits and protection of this Local, must have paid all dues, assessments and fines up to and including the month in which such protection or benefits are sought, otherwise the officers are hereby required to countenance no grievances, and committees are prohibited from paying any benefits.

Sec. 15.—All dues and assessments are payable on the first day of each month. They must be paid by the fifteenth of the month in order to continue a member in good standing. The member on paying his dues shall receive from the Financial Secretary a working card and monthly button as a receipt, which is evidence of his standing in the Local. A member in arrears for his dues and assessments after the fifteenth day of the month is not in good standing, and not entitled to benefits or to the protection of the Local in any manner whatsoever, and where a member allows his arrearage in dues and assessments to enter the second month, he shall at once be reported to the Local at the first regular meeting. He will then be allowed thirty days to reinstate himself.

Sec. 16.—Any member using profane, indecent, or abusive language, or commencing any sectarian or partisan dispute, or rowdyism during sessions of this Local shall be fined ($1.00) one dollar.

Article 10.

Sec. 1.—It is particularly requested that all members of the Local treat each other during the sittings, and at all other times, with due regard and respect, and that all ungenerous remarks or sarcastic language be carefully avoided, by which the feelings of any member may be wounded and the most prominent objects of the Local, harmony, beneficence and union, be not defeated, and that all our discussions be carried on in a spirit of candor, moderation, and generosity. Any violation of this section shall be punished by a fine of ($1.00) one dollar.

Sec. 2.—Any member who may be intoxicated or guilty of any disorderly conduct at any meeting whereby the orders of the Local cannot be enforced, shall be ejected from the meeting by the officers in charge of such meeting, who shall call on such aid as may be necessary.

Sec. 3.—Any brother who shall deface or destroy any property belonging to, or in use by this Local shall be fined one dollar, and if the Local requires it, shall be compelled to pay its equivalent in money or replace same.

Sec. 4.—Any conversation, whispering or otherwise, which is calculated to disturb any member while speaking, or hinder the transaction of business, shall be deemed a breach of order.

Sec. 5.—No member shall be eligible to any elective office in this Local unless he has been a member in good standing continuously for six months or more at time of nomination.

Sec. 6.—The Executive Board shall have power to act for the Local in all emergency cases that require immediate action before the Division can be called together, but it must not take decisive action in cases that can be deferred till the Local can be consulted.

Sec. 7.—The Local shall not pay benefits to members in case of strikes except in cases where extreme need occurs, which cases must be investigated and recommended by the Executive Board or the Strike Committee.

Sec. 8.—The dues of this Local shall be as follows:—For those members whose monthly wages are one hundred dollars or over, one dollar per month, and members whose monthly wages are less than one hundred dollars shall pay seventy-five cents per month, payable as mentioned in Article 9, Section 15. The initiation fee shall be ($3.00) or more if so desired by the Local.

Sec. 9.—Roberts' rules of order shall govern the meetings of this Local on all questions not decided by the Constitution and By-laws.

Sec. 10.—All propositions for the expenditure of a sum of money exceeding one hundred dollars per year in the aggregate shall be preceded by notice of motion.

Sec. 11.—No smoking shall be allowed in the meetings until the order of unfinished business is reached.

Sec. 12.—No membber shall work more than six days in any one week, as prescribed in Section 6, Lord's Day Act. This does not prohibit any member from doing special duty on his ordinary working day, but will prohibit him doing special duty on the day on which he receives and takes his weekly leave.

WITHDRAWAL CARDS

Any member in good standing resigning from Police Department on making application for Withdrawal Card will be granted same gratis, on provisions that—

1st.—He make such application within two weeks from time of said resignation.

2nd.—That no charges whatever exist against him.

3rd.—In the event of any member allowing one month or more to elapse before making such application, he shall pay all dues, assessments and fines which may be levied by this Local during the period between his resignation and application for withdrawal card. Such period not to exceed three months.

The Local wishes to impress upon the members that this is a matter for the individual concerned to apply for withdrawal card, and not a duty of the Secretary to furnish same without application being made.

RULES OF ORDER

1.—The meetings of the Local shall be opened at the appointed time.

2.—The business of each session shall be conducted in the following order, viz:—

a. Opening.

b. Roll Call of Officers.

c. Reading of Minutes.

d. Communications and Bills.

e. Applications for Membership.

f. Voting for Candidates.

g. Initiation.

h. Reports of Delegates and Committees.

i. Unfinished Business.

j. New Business.

k. Nomination, Election and Installation of Officers.

l. Are any members out of work or help wanted?

m. Good of the Union.

n. Receipts and Expenses.

o. Adjournment.

3.—The regular order of business may be suspended at any time by the President to receive the report of the Credential Committee or by a two-thirds vote for the transaction of Special Business.

4.—Every motion and resolution shall be made in writing, except merely formal resolutions.

5.—No question shall be stated unless moved by a member and seconded.

6.—When a question is before the meeting no motion will be in order except 1.—To amend; 2.—To refer or recommit; 3.—To postpone; 4.—The previous question; 5.—To lay on the table; 6.—To adjourn, and shall have precedence in the order they stand herein, the last three of which shall be decided without debate.

7.—After the previous question shall have been stated no amendment shall be entertained, and no explanation shall be allowed to be made, or offered, by any member, and all debate shall cease, and the Local shall proceed forthwith to vote.

8.—Any member voting in the majority may move a reconsideration.

9.—Any member feeling himself aggrieved by the ruling of the President may appeal therefrom; and in such cases the question shall be: Shall the Chair be sustained? and shall be decided without debate.

10.—Any member may call for a division of the question when the sense will admit of it.

11.—Any member wishing to address the meeting must rise, and if more than one rise at the same time the President shall decide which has the floor, and the others speak next in order.

12.—During the reading of the minutes, reports, communications or other papers, and when a member is addressing the Local, silence shall be observed, and no one shall be allowed to retire or otherwise disturb the meeting.

13.—No member shall interrupt another member when speaking, except to rise to a point of order, which shall be definitely stated and the President shall decide it without debate. If a member, while speaking, be called to order, he shall at the request of the President, take his seat until the question is determined, when, if permitted, he may proceed.

14.—Any member who shall refuse obedience to the President shall be admonished by that officer, and if he offend again at the same meeting he shall be expelled from the room, and afterwards dealt with as the Local may decide.

15.—Each speaker on any question shall be allowed five minutes, and no member shall speak more than twice on the same question, except by consent of the President.

16.—The President shall not be allowed to speak on any subject while in the discharge

of his office as President, except on matters of order, in which he shall have precedence; when the Local has occasion for facts within his knowledge, then he may with permission state the facts.

17.—The President shall have the right in the absence of the 1st and 2nd Vice-Presidents to name any member to perform the duties of that Chair, who shall during such time be invested with all the powers of Vice-President.

18.—Each member when speaking shall arise to his feet, address the President, confine himself to the question under discussion and avoid all personalities, indecorous or sarcastic language.

19.—When a question is put every member of the Local shall vote; unless the Local shall for special reasons excuse him.

20.—On a call of one-third of the members the Yeas and Nays shall be ordered, when every member's name shall be recorded on the minutes.

21.—The first person named on a committee shall act as Chairman until the committee is called together, when they may choose any one of their number they think proper.

22.—When there is no question before the house no debate whatever shall be allowed, save questions asking for information, which shall be at the option of the President to retain.

23.—No committee shall be discharged until all debts contracted by it shall be paid.

24.—All questions of order as to propriety of entertaining the consideration of any subject may be debated.

25.—The President when in the Chair shall state every question before the Local, and immediately before it is put to vote shall ask: Are you ready for the question? When it shall be open for debate.

26.—The President may not rise to his feet to state a question, but must rise to put a question.

27.—When the President rises to put the question all debate shall cease, and he shall immediately proceed to declare the result of the vote on the question which has been under consideration.